



County of Los Angeles  
**CHIEF EXECUTIVE OFFICE**

713 KENNETH HAHN HALL OF ADMINISTRATION  
LOS ANGELES, CALIFORNIA 90012  
(213) 974-1101  
<http://ceo.lacounty.gov>

WILLIAM T FUJIOKA  
Chief Executive Officer

February 1, 2011

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, CA 90012

Dear Supervisors:

**ADOPTED**

BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES

14 February 1, 2011

*Sachi A. Hamai*  
SACHI A. HAMAI  
EXECUTIVE OFFICER

Board of Supervisors  
GLORIA MOLINA  
First District

MARK RIDLEY-THOMAS  
Second District

ZEV YAROSLAVSKY  
Third District

DON KNABE  
Fourth District

MICHAEL D. ANTONOVICH  
Fifth District

**APPROVAL OF AMENDMENTS TO THE MEMORANDA OF  
UNDERSTANDING FOR BARGAINING UNITS 601 - FIRE FIGHTERS;  
602 - SUPERVISORY FIRE FIGHTERS; 611 - PEACE OFFICERS;  
612 - SUPERVISORY PEACE OFFICERS; 613 - PUBLIC DEFENDER  
INVESTIGATORS; 641 - BEACH LIFEGUARDS; 642 - SUPERVISORY BEACH  
LIFEGUARDS; AND 701 - DEPUTY PROBATION OFFICERS  
(ALL DISTRICTS)  
(3-VOTES)**

**SUBJECT:**

The Chief Executive Officer is recommending that the Board approve Amendments to several Memoranda of Understanding (MOU) to extend the terms and conditions of the MOUs for one year. The current MOUs for Bargaining Units 601 – Fire Fighters; 602 – Supervisory Fire Fighters; 641 – Beach Lifeguards; and 642 – Supervisory Beach Lifeguards, expired on December 31, 2010. The current MOUs for Bargaining Units 611 – Peace Officers; 612 – Supervisor Peace Officers; 613 – Public Defender Investigators; and 701 – Deputy Probation Officers, expired January 31, 2011.

**IT IS RECOMMENDED THAT YOUR BOARD:**

1. Approve Amendments to Memoranda of Understanding (MOU) for the following Bargaining Units:  
  
601 – Fire Fighters, Amendment No. 4;  
602 – Supervisory Fire Fighters, Amendment No. 4;  
611 – Peace Officers, Amendment No. 5;  
612 – Supervisory Peace Officers, Amendment No. 6;

613 – Public Defender Investigators, Amendment No. 3;  
641 – Beach Lifeguards, Amendment No. 4;  
642 – Supervisory Beach Lifeguards, Amendment No. 4; and  
701 – Deputy Probation Officers, Amendment No. 5.

2. The current MOUs for Units 601 – Fire Fighters; 602 – Supervisory Fire Fighters; 641 – Beach Lifeguards; and 642 – Supervisory Beach Lifeguards; expired on December 31, 2010. The Certified Employee Organizations, with the agreement of the Chief Executive Office, are requesting that the MOUs be extended one year to December 31, 2011.
3. The current MOUs for Units 611 – Peace Officers; 612 – Supervisory Peace Officers; 613 – Public Defender Investigators; and 701 – Deputy Probation Officers; expired January 31, 2011. The Certified Employee Organizations, with the agreement of the Chief Executive Office, are requesting that the MOUs be extended one year to January 31, 2012.

**PURPOSE OF THE RECOMMENDED ACTION:**

The purpose of the Amendments is as follows:

1. Extends the terms and conditions of the MOUs for one year;
2. Provides for the continuation of salaries;
3. Provides for the continuation of certain special pay practices relating to:
  - Uniform and/or clothing allowance;
  - Sick leave accrual exchange (buy back); and
  - The Wellness/Fitness for Life Program for Units 601 – Fire Fighters; 602 – Supervisory Fire Fighters; 641 – Beach Lifeguards; and 642 – Supervisory Beach Life Guards.

### **IMPLEMENTATION OF STRATEGIC PLAN GOALS**

The recommended action promotes fiscal prudence and service excellence between the County of Los Angeles and the Certified Employee Organizations; thereby providing more effective, efficient and comprehensive services to Los Angeles County.

### **FISCAL IMPACT/FINANCING**

There will be no new costs associated with these Amendments. All existing costs will be absorbed within each Department's budget.

### **FACTS AND PROVISIONS:**

The agreement has been reviewed and approved as to form by County Counsel.

### **CONCLUSION**

Your approval of these Amendments will enhance the operational effectiveness of the departments.

Respectfully submitted,



WILLIAM T FUJIOKA  
Chief Executive Officer

WTF:JA:  
PDC:rlid

Attachment

c: Executive Officer, Board of Supervisors  
County Counsel  
Auditor-Controller

AMENDMENT NO. 4  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
FIRE FIGHTERS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 4 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 1<sup>st</sup> day of February, 2011,

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management") of the  
County of Los Angeles (hereinafter referred to as  
"County"), and the County Forester and Fire  
Warden

AND

LOS ANGELES COUNTY FIRE FIGHTERS,  
LOCAL 1014, IAFF, AFL-CIO

WHEREAS, on the 17<sup>th</sup> day of May, 2005, the parties entered into a Memorandum of Understanding regarding the Fire Fighters Employee Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

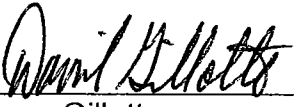
NOW, THEREFORE, the parties agree as follows:

1. Amend Article 6 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on December 31, 2011.


2. Amend Article 8 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:
  - \* Written notice to commence negotiations, as well as a full and entire proposal for such successor MOU;
  - \* Negotiations shall begin no later than September 1, 2011.
3. Amend Article 9, Section 4 (c) to include Sr. Fire Suppression Aid.
4. Amend Article 11 – Uniforms; to provide a uniform allowance consistent with this extended contract term as follows: Change dates to December 1 & 15, 2011.
5. Appendix A – Wellness/Fitness for Life Program: Continue with negotiated interim agreement for term of the MOU (12-31-2011).
6. This Amendment No. 4 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This Amendment No. 4 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 5, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 4 the day, month and year first above written.

LOS ANGELES COUNTY  
FIRE FIGHTERS  
LOCAL 1014

By   
Dave Gillotte  
President, Fire Fighters  
Local 1014

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
William T. Fujioka  
Chief Administrative Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 4  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISORY FIRE FIGHTERS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 4 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 1<sup>st</sup> day of February, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management") of  
the County of Los Angeles (hereinafter referred  
to as "County"), and the County Forester and  
Fire  
Warden

AND

LOS ANGELES COUNTY FIRE FIGHTERS,  
LOCAL 1014, IAFF, AFL-CIO

WHEREAS, on the 17<sup>th</sup> day of May, 2005, the parties entered into a  
Memorandum of Understanding regarding the Fire Fighters Employee Representation  
Unit , which Memorandum of Understanding (MOU) was subsequently approved and  
ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the  
MOU as set forth hereafter:


NOW, THEREFORE, the parties agree as follows:

1. Amend Article 6 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on December 31, 2011.
2. Amend Article 8 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:
  - \* Written notice to commence negotiations, as well as a full and entire proposal for such successor MOU;
  - \* Negotiations shall begin no later than September 1, 2011.
3. Amend Article 11 – Uniforms; to provide a uniform allowance consistent with this extended contract term as follows: Change dates to December 1 & 15, 2011.
4. Appendix A – Wellness/Fitness for Life Program: Continue with negotiated interim agreement for term of the MOU (12-31-2011).
5. This Amendment No. 4 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This Amendment No. 4 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 5, which was applicable to the implementation of the original Memorandum of Understanding.




IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 4 the day, month and year first above written.

LOS ANGELES COUNTY  
FIRE FIGHTERS  
LOCAL 1014

By \_\_\_\_\_  
Dave Gillotte  
President, Fire Fighters  
Local 1014

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By \_\_\_\_\_  
William T. Fujioka  
Chief Administrative Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 5  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO THE BOARD OF SUPERVISORS  
REGARDING THE  
PEACE OFFICERS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 5 TO MEMORANDUM OF UNDERSTANDING made and entered into this 1<sup>st</sup> day of February, 2011,

BY AND BETWEEN

Authorized Management Representative  
(hereinafter referred to as  
"Management") of the County of Los  
Angeles (hereinafter referred to as  
"County")

ASSOCIATION FOR LOS ANGELES  
DEPUTY SHERIFFS (hereinafter  
referred to as "ALADS" or "Union").

WHEREAS, on the 15th day of December, 2009, the parties entered into an Amendment No. 4 to the Memorandum of Understanding regarding the Peace Officers Employee Unit, which was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the Articles as set forth hereafter:

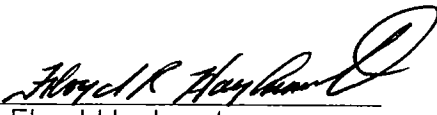
NOW, THEREFORE, the parties agree as follows:

1. Amend Article 5 – Term; to reflect an extension of the term of the MOU to 12:00 midnight on January 31, 2012.
2. Amend Article 6 – Renegotiation; to reflect revisions necessary to correspond with an extension of the term of the MOU:
  - Written notice to commence negotiations no later than September 15, 2011;
  - Negotiations to begin no later than October 15, 2011;
  - November 30, 2011, as impasse date.
3. Amend Article 10 – Uniforms; to provide a uniform allowance consistent with an extended contract term:
  - Change dates to November 1, 2011; December 1 & 15, 2011.

4. Amend Appendix F – Sick Leave Accrual Exchange, Section 4; to provide buy back dates consistent with an extended contract term:
  - Change date for payment for up to two (2) additional sick leave day on July 1, 2011.
  
5. This Amendment No. 5 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 5 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 4, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 5 the day, month and year first above written.

ASSOCIATION FOR LOS ANGELES  
DEPUTY SHERIFFS (ALADS)

By   
Floyd Hayhurst  
President, ALADS

By   
Bud Treece  
Executive Director, ALADS

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
William T. Fujoka  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 6  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO THE BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISORY PEACE OFFICERS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 6 TO MEMORANDUM OF UNDERSTANDING made and entered into this 1<sup>st</sup> day of February, 2011,

BY AND BETWEEN

Authorized Management Representative  
(hereinafter referred to as  
"Management") of the County of Los  
Angeles (hereinafter referred to as  
"County")

PROFESSIONAL PEACE OFFICERS  
ASSOCIATION (hereinafter referred to  
as "PPOA" or "Union").

WHEREAS, on the 15th day of December, 2009, the parties entered into an Amendment No. 5 to the Memorandum of Understanding regarding the Peace Officers Employee Unit, which was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the Articles as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

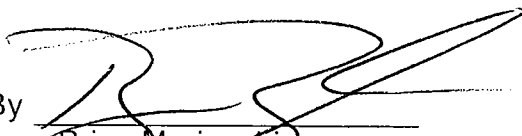
1. Amend Article 5 – Term; to reflect an extension of the term of the MOU to 12:00 midnight on January 31, 2012.
2. Amend Article 6 – Renegotiation; to reflect revisions necessary to correspond with an extension of the term of the MOU:
  - Written notice to commence negotiations no later than September 15, 2011;
  - Negotiations to begin no later than October 15, 2011;
  - November 30, 2011, as impasse date.
3. Amend Article 9 – Uniforms; to provide a uniform allowance consistent with an extended contract term:
  - Change dates to November 1, 2011; December 1 & 15, 2011.

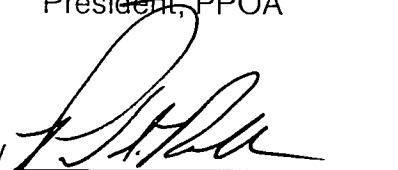
4. Amend Appendix F – Sick Leave Accrual Exchange, Section 4; to provide buy back dates consistent with an extended contract term:
  - Change date for payment for up to two (2) additional sick leave day on July 1, 2011.
5. This Amendment No. 6 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 6 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 4, which was applicable to the implementation of the original Memorandum of Understanding.



IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 6 the day, month and year first above written.

PROFESSIONAL PEACE OFFICERS  
ASSOCIATION (PPOA)

By   
Brian Moriguchi  
President, PPOA

By   
Paul Roller  
Executive Dir, PPOA

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
William T Fujioka  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 3  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
PUBLIC DEFENDER INVESTIGATORS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 3 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 1<sup>st</sup> day of February, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management")  
of the County of Los Angeles (hereinafter  
referred to as "County")

AND

ASSOCIATION OF PUBLIC DEFENDER  
INVESTIGATORS (hereinafter referred to  
As "APDI" or "Union")

WHEREAS, on 31<sup>st</sup> day of October, 2006, the parties entered into a  
Memorandum of Understanding regarding the Public Defender Investigators Employee  
Unit, which Memorandum of Understanding was subsequent approved and ordered  
implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the  
MOU Article as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 5 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on January 31, 2012.
2. Amend Article 6 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than September 5, 2011;
  - Negotiations shall begin no later than October 15, 2011;
  - November 30, 2011, contractual impasse date
3. Amend Article 7 – Salaries, Section 4 (Special Pay Practices/Dress Standards) to provide for payment of the Clothing Allowance and to correspond to a one year extension of the Term of the MOU:
  - Change dates to December 1, 2011, January 1 & 15, 2012
4. Amend Article 9 – Employee Benefits, Section 3 (Sick Leave Accrual Exchange) to correspond to a one year extension of the Term of the MOU:
  - Change date for payment of up to 2 additional sick leave days on July 1, 2011.

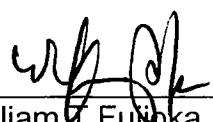
5. This Amendment No. 3 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 3 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 4, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

ASSOCIATION OF PUBLIC  
DEFENDER INVESTIGATORS

By   
Mark Reid  
General Manager

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
William T. Fujoka  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 4  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING  
BEACH LIFEGUARDS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 4 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 1<sup>st</sup> day of February, 2011,

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management")  
of the County of Los Angeles (hereinafter  
referred to as "County")

AND

LOS ANGELES COUNTY LIFEGUARD  
ASSOCIATION (hereinafter referred to as  
"LACOLA" or "Union")

WHEREAS, on the 5<sup>th</sup> day of July, 2005, the parties entered into a Memorandum of Understanding regarding Beach Lifeguards, which Memorandum of Understanding was subsequent approved and ordered implemented by the County's Board of Supervisor; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU Article as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

The parties agree that except as herein specifically amended, each and every other provision of the 2006 – 2009 Memorandum of Understanding shall continue to remain in full force and effect.

ARTICLE 4        TERM

Change termination date to 12:00 midnight on December 31, 2011.

ARTICLE 5        RENEGOTIATION

Change dates for written commencement of negotiations to July 1, 2011, through August 1, 2011.

Change date to begin negotiations to 30 days after receipt of written proposal or September 1, 2011, whichever is later.

Change date for automatic impasse to October 31, 2011.

ARTICLE 8        SALARIES

Section 4        Sick Leave Accrual Exchange

Change date to receive payment of sick time to July 1, 2011.

ARTICLE 10        SPECIAL PAY PRACTICES

Section 10        Wellness/Fitness for Life Bonus

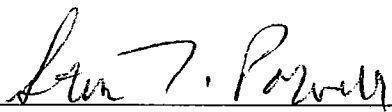
Change date of to reflect contract term extension to 12-31-2011.

ARTICLE 16        UNIFORMS


Change dates to reflect contract extension. Employees employed on November 1, 2011, shall be entitled to a lump sum of \$600. Such payment shall be made between December 1, 2011, and December 15, 2011.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

LOS ANGELES COUNTY  
LIFEGUARD ASSOCIATION

By   
Steven Powell  
President

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
William T. Fujioka  
Chief Executive Office

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS



AMENDMENT NO. 4  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING  
SUPERVISORY BEACH LIFEGUARDS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 4 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 1<sup>st</sup> day of February, 2011,

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management")  
of the County of Los Angeles (hereinafter  
referred to as "County")

AND

LOS ANGELES COUNTY LIFEGUARD  
ASSOCIATION (hereinafter referred to as  
"LACOLA" or "Union")

WHEREAS, on the 5<sup>th</sup> day of July, 2005, the parties entered into a Memorandum of Understanding regarding Beach Lifeguards, which Memorandum of Understanding was subsequent approved and ordered implemented by the County's Board of Supervisor; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU Article as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

The parties agree that except as herein specifically amended, each and every other provision of the 2006 – 2009 Memorandum of Understanding shall continue to remain in full force and effect.

ARTICLE 4            TERM

Change termination date to 12:00 midnight on December 31, 2011.

ARTICLE 5            RENEGOTIATION

Change dates for written commencement of negotiations to July 1, 2011, through August 1, 2011.

Change date to begin negotiations to 30 days after receipt of written proposal or September 1, 2011, whichever is later.

Change date for automatic impasse to October 31, 2011.

ARTICLE 8            SALARIES

Section 4            Sick Leave Accrual Exchange

Change date to receive payment of sick time to July 1, 2011.

ARTICLE 10      SPECIAL PAY PRACTICES

Section 10      Wellness/Fitness for Life Bonus

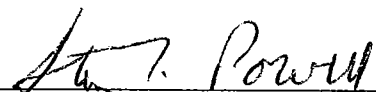
Change date of to reflect contract term extension to 12-31-2011.

ARTICLE 16      UNIFORMS

Change dates to reflect contract extension. Employees employed on November 1, 2011, shall be entitled to a lump sum of \$600. Such payment shall be made between December 1, 2011, and December 15, 2011.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

LOS ANGELES COUNTY  
LIFEGUARD ASSOCIATION

By   
Steven Powell  
President

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
William T Fujioka  
Chief Executive Office

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 5  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO THE BOARD OF SUPERVISORS  
REGARDING THE  
DEPUTY PROBATION OFFICERS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 5 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 1<sup>st</sup> day of February, 2011,

BY AND BETWEEN

Authorized Management Representative  
(hereinafter referred to as "Management")  
of the County of Los Angeles (hereinafter  
referred to as "County")

AMERICAN FEDERATION OF STATE,  
COUNTY, AND MUNICIPAL EMPLOYEES  
LOCAL 685 (hereinafter referred to as  
"AFSCME" or "Union")

WHEREAS, on the 10<sup>th</sup> day of January, 2006, the parties entered into a  
Memorandum of Understanding regarding the Deputy Probation Officers Employee  
Unit, which Memorandum of Understanding was subsequently approved and ordered  
implemented by the County's Board of Supervisors: and

WHEREAS, as a result of mutual agreement, the parties desire to amend the  
MOU Article as set forth hereafter:

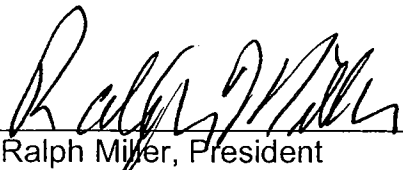
NOW, THEREFORE, the parties agree as follows:

1. Amend Article 4 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on January 31, 2012.
2. Amend Article 5 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than September 7, 2011;
  - Salary proposal shall be presented no later than October 5, 2011;  
and
  - Negotiations shall begin no later than October 15, 2011;
3. Amend Article 7 – Salaries; Section 6 (Sick Leave Accrual Exchange) to correspond to a one year extension of the Term of the MOU:
  - Change date for payment for up to 2 additional sick leave days on July 1, 2011.

4. Amend Article 40 – Uniform; Section 4, to provide for payment for Uniform Allowance to correspond to extension of the Term of the MOU:
  - Change dates to November 1, 2011, December 1 & December 15, 2011.
5. This Amendment No. 5 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 5 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 5 the day, month and year first above written.

AMERICAN FEDERATION OF  
STATE, COUNTY AND  
MUNICIPAL EMPLOYEES (AFSCME)

By   
Ralph Miller, President  
President, AFSCME, Local 685

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
William T. Fujioka  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS